


The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS
130 E. 22d St.  New York City

JANUARY, 1934

VOLUME XV, NUMBER 5

THE CONFERENCE ON GOVERNMENTAL OBJECTIVES FOR SOCIAL WORK

The Conference on Governmental Objectives for Social Work, to be held in Washington February 16 and 17, is being called by the American Association of Social Workers because of its realization that the immediate tasks of greatest importance in social work are those that cannot be performed alone or chiefly by the government—federal, state, and local. These tasks are defined in the first place by the demands of the unemployment emergency, and must be addressed to its requirements. They may, however, exceed the discussion of emergency action; they may involve an indeterminate period of transition from sheer emergency to some kind of recovery, and they may foreshadow a new organization and new principles of public relief that are of cardinal importance for social work. Members of the profession must concentrate their best efforts to help define these tasks and integrate them with all social work; they must give expression to their thoughts as fast as they are able to formulate them, and must help to render them intelligible and acceptable to the public and to its governmental machinery. The Conference is an attempt to forward these purposes.

Conference Plans and Program

State and local programs will have a large share in the discussion at the Conference on Governmental Objectives for Social Work. Although the focus just now is on the administration at the national capitol, the standards and services being developed under that leadership affect directly the framework within which most social workers carry on their particular jobs.

Directly aimed at local relief programs will be a discussion of revision of the state poor laws which is being planned as a major topic for the Conference. Miss Edith Abbott, chairman of a sub-committee of the Association's Committee on Federal Action, has accepted responsibility for leading this part of the discussion. A memorandum which she has prepared has been discussed by her committee in cooperation with a committee of the American Public Welfare Association and will be the first of a series of documents sent to delegates as a basis for their discussion at the Conference.

Miss Abbott's memorandum deals particularly with three principles on which the present poor laws are based and proposes in outline the new forms and administrative requirements needed to bring about a sweeping change in the public attitude toward those in need and the treatment of

need. Three principles on which the present poor laws are based are questioned in the memorandum. These are: (1) local responsibility only for relief; (2) the factor of legal residence or settlement laws; (3) legal family responsibility. No question is raised as to the generally accepted obligation of helping members of one's own family, but the attempt to enforce such support through prosecution is questioned.

Other memoranda in preparation for distribution to Conference delegates are: (1) a summary of available data on the unemployed, relief loads, the number on civil works, transients, etc., and on relief funds and resources and current research programs; (2) a summary of the main points of the present unemployment insurance proposals; (3) information on the public housing provisions. Any reports from sub-committees of the Committee on Federal Action bearing on the subjects under discussion also will be distributed to Conference delegates.

Among the chapters which have already appointed delegates or have voted to send delegates, in some cases providing expenses, are the following: Akron, Atlanta, Boston, Chicago, Cincinnati, Columbus, Delaware, Harrisburg, Hartford, Illinois State, Indianapolis, New York City,

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Information for Delegates

Place: WASHINGTON, D. C.

Time: FRIDAY AND SATURDAY, FEBRUARY 16 AND 17.

Headquarters and Meeting Place: THE MAYFLOWER HOTEL.

The First Session: 10 O'CLOCK FRIDAY MORNING, FEBRUARY 16. Stanley Davies, President of the Association, will preside.

Railroad Fares: Reduced railroad fares will be available providing a hundred delegates come to the Conference. All delegates should apply for convention certificates when purchasing tickets.

North Texas, Philadelphia, Pittsburgh, Richmond, Rochester, St. Louis, South Carolina, Syracuse, and Washington. The Seattle-Tacoma Chapter is attempting to arrange for a delegate.

In addition to the chapter representatives who attend the Conference, many hundreds of members of the Association will participate in discussions of the program as a large number of the chapters have had or are planning chapter meetings and group discussions on the Conference agenda.

A special session of the Conference will be held at a dinner meeting Friday evening, February 16, at which Miss Frances Perkins has agreed to discuss the labor program and the social responsibilities of government. Harry Hopkins has agreed to discuss the current relief program at the opening session of the Conference Friday morning. The program for the Saturday session will include Miss Abbott's discussion of the revision of local poor laws, and a discussion of unemployment insurance led by the Rev. Francis J. Haas, Director of the National Catholic School of Social Work, who is a member of the National Labor Board.

A full program of the Conference will be distributed as soon as it is completed.

The Planning Committee has arranged for chapter representation based on the number of members. Each of the chapters is allowed two delegates and those chapters which have more than a hundred members are allowed an additional representative for each extra hundred or fraction thereof. On this basis, the New York City Chapter is entitled to thirteen delegates, the

Chicago Chapter to seven delegates, the Cleveland Chapter to six delegates, the Los Angeles and Philadelphia Chapters to five delegates, the Boston, Detroit, New Jersey, St. Louis and Twin City Chapters to four delegates.

As this Conference provides the first opportunity in the history of the Association for a large number of the chapters to have sustained discussion of major policies in relation to social work, lively differences of opinion are anticipated. As a means of recording points of general agreement or recommendation which may be arrived at during the discussion, the Planning Committee will appoint a Committee on Recommendations. Proposals for resolutions or recommendations will be reported by this Committee at the last Conference session.

Social Work Scholarships and Fellowships

The yearly publication in *The Compass* of information on scholarships and fellowships available for professional study in the field of social work appears to have justified itself, as there is a steady demand for this material every year.

Information for the year 1934-35 will be found on page 9 of this issue. There has been some reduction in the number of scholarships which will be available as compared with last year, and the amount of the stipend is lower in some cases, but on the whole the schools have been very successful in maintaining their scholarships.

The chief difficulty in presenting the material so that it will be of maximum service to prospective students and to the schools, lies in the fact that the closing date for applications varies from February 1 in some schools, to June 1 in other schools. Most schools do not have definite information about their scholarships until after January 1, so that there is little time to compile and publish the material in advance of the closing date for certain scholarships. For this reason, some of the scholarships were announced in the last issue of *The Compass*, but are also included here, so that the data will be available in complete form for those who wish to make their plans for the following year. The scholarships listed include those offered by schools which are members of the American Association of Schools of Social Work and by a few other universities and agencies.

Taxation and the Social Worker

Among the questions raised on the subject of taxation in a recent meeting of the Detroit Chapter were these: By what methods can a good taxation policy insure production of sufficient revenue, a minimum of objection and complaint, general social advantages, relative facility of inexpensive collection, and a graduated levy in accordance with ability to pay? Can a sales tax, raising as it does commodity price, avoid affecting consumption and production unfavorably? Can an income tax (aimed to redistribute wealth) taking as it does only part of net income and encouraging, as it would seem to do, more consumption while discouraging investment in capital goods—be made as difficult to evade as a sales tax? In the discussion it was suggested that the various forms of social insurance and social services should be financed by the federal government, rather than by the states. One point of attack for reducing revenue needs in order to bring them within available local taxable resources is to be found in the "multiplicity of governmental units in a given community with antiquated and inefficient offices."

Interpretation in Public Welfare

Can we interpret public welfare programs by means of case committees and boards, as we have done in private agencies? Are we studying and experimenting with these and other methods of developing lay understanding and support of public welfare programs? At this time when the permanent character of much of the emergency public welfare program is becoming recognized, do we see the full importance of lay participation in the interpretation of its work?

In a recent report of a study of one County Relief Bureau, the interpretive methods used in the private field are suggested as efficacious in the public field. Throughout the section on board relations, responsibility for interpreting the Relief Bureau's activities to the community is emphasized. It is suggested that this educational program should proceed through regularly planned publicity under a publicity director, interpretation by board and staff members and district office responsibility for community contacts. In the districts, the study suggests, churches, clubs and local leaders should be used.

This Relief Bureau was already making use of a technical advisory committee of social workers. The study, however, indicated the importance of larger lay and professional representation of public and private functional social agencies, and stated: "As part of the program of rein-

tegrating the activities of the County Relief Board in the total public and private social work fabric of the city, such a committee would prove invaluable."

Another approach to the question of interpreting social work to the community is through the possible use of volunteers. It is apparently the thought of the National Committee on Volunteers that the public social welfare agency should be assisted in carrying out its purposes through the use of the volunteer in the interpretation of its program. This has been accomplished in many places in the public health nursing field, resulting in the continued support of programs beyond the expectations of the public health department.

The inadequacy of our interpretation of competent social work and the need for studying the taxpayer's or contributor's questions as a means of procuring lay understanding and support of programs, have been suggested as subjects for study by the Joint Committee of the American Association of Social Workers and the Social Work Publicity Council. Some of the chapters are experimenting with the committee's plan for discussion of these problems of interpretation by chapters and local publicity councils.

Social Research Division

The importance of social research was given official recognition recently when the Bureau of Research of the New York State Department of Social Welfare was elevated to the status of a Departmental Division. The Bureau is now coordinate with other Divisions of the Department, Child Welfare, Old Age Security, Medical Care, State Aid and Administration of Institutions. Dr. David Schneider, director of the Bureau, has been appointed as Assistant Commissioner in charge of the new Division.

New Housing and Old Families

What becomes of families forced to vacate in the process of slum clearance? Realizing the importance in future housing plans of some definite information on this question, a study of 386 families was undertaken jointly by Hamilton Settlement House and the Fred L. Lavanburg Foundation in New York City.

The opportunity to secure this data was offered when the Fred F. French Company announced plans for the destruction of the "lung block" area on the lower east side in New York, and for the erection through R. F. C. funds of a model limited dividend housing development on that site. Families who knew the Settlement House were asked to explain the study to other

families. Other sources used in the follow-up were neighborhood stores, the post office, public utilities companies, janitors and moving men. Over 1750 visits were made to families in new and old homes.

The published report gives full details as to the occupations and employment status of families, rents paid, length of residence, physical facilities of new and old dwellings, etc. It was found that the great majority of tenants expressed a desire to remain in the immediate neighborhood and when forced to vacate, only 14 per cent left the district, 86 per cent settling in the adjoining blocks. Most of the families had resided in the neighborhood for a long period of time and many of the wage earners worked within walking distance. The majority of the families wished to move into the projected development, but only a small number were able to pay the higher rental. According to the report, "83 per cent of the families continue to live in Old Law Tenements, declared to be unfit for human habitation by the Tenement House Commission as early as 1900."

Relief Strategy

The social work method of direct relations with clients is advocated by one County Relief Bureau as more valuable in preventing fraudulent use of public funds than prosecution.

A Legal Information Service for the protection of the client and the taxpayer has been organized by this Bureau. The Service is headed by a former lawyer who was a member of the Bureau's visiting staff and has already demonstrated that much can be done to prevent misuse of relief funds by clients, tradespeople and others, without resorting to legal measures.

The method followed by the Service has been to develop greater understanding and cooperation through carefully planned publicity. With the cooperation of the press, instances in which clients have accepted relief without justification have been cited, without revealing identity, and as a result both the public and the client have gained in understanding of the operations under which public money is being expended. Many clients, because of this better understanding have come to the Relief Bureau to modify their statements or to explain their situation more fully. Without court action, some 42 clients over a period of a few months returned to the Bureau relief funds to which they were not entitled.

"Careful selection and restraint in the handling of prosecutions, resorted to only in extreme instances," the Relief Bureau states, "have made all the difference in our public and client relationship to this type of activity."

Similarly constructive results have been effected by the Bureau through planned press discussion of instances in which tradesmen were misusing funds and of their responsibilities in connection with regulations governing clients' food orders.

The Bureau believes its policy of careful investigation and planned publicity has won cooperation from employers in reporting placements and discharges of workers, and from clients in giving more accurate information on their own earnings.

Do These Comprise Challenges?

"What we need are trained social workers," said Anna Moskowitz Kross, New York City's only woman magistrate in Manhattan, when she recently urged abolishment of the Women's Court as an ineffective method of dealing with problems before it. She stressed the need for lawyers, investigators and magistrates who have social welfare background.

"Can America," *The London News Chronicle* is reported as asking, "with its traditions of highly individualistic, not to say lawless, private enterprise in industry and its great lack of a trained and professional civil service, be induced to accept the social and economic structure which President Roosevelt clearly proposes, without the risk of paralyzing its capacity to achieve recovery on the existing capitalistic lines?"

It will be recalled that Mary Van Kleeck, speaking for "A Planned Economy" at the Association's Conference on National Economic Objectives last year, pointed out that as social workers we are forced to think about social objectives in terms of their economic base, since neither economists nor industrial leaders seem to have maintained successfully the economic foundations for social standards. The social worker, she said, needs to set up for himself a "standard of reference" for particular reforms in

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order that specific objectives may conceivably achieve their success in the larger social objectives for the community.

One speaker on the recent program of the American Interprofessional Institute urged the study of government and pointed to this changing world as a powerful challenge to men of all professions. Another, assenting that the people, generally, are willing to follow professional leadership if it is given in a cooperative fashion, stressed the need for greater participation in national and international affairs.

In Cleveland professional social work is represented on the Cuyahoga County Relief Administration as the direct result of a request from the county commissioners. The representative was appointed by the Cleveland Chapter and also by the Case Work Council of the Welfare Federation.

The Cleveland Chapter is also represented in the Board of Trustees of the Welfare Federation. By provision of the By-Laws of the Federation, the President of the chapter becomes automatically a member of the Board.

An open channel for presenting "evidence" about social conditions to the Board of Estimate has been offered the New York City Chapter by

Pearl Bernstein, secretary of the Board. In *Better Times* for January 9, Miss Bernstein invites social workers to appear whenever they have evidence bearing on the city's policies concerning education, housing, recreation and probation, as well as relief. She suggests that a committee of the chapter might be assigned to follow the Board of Estimate calendar so that the professional group would be informed on questions coming before the Board and would be prepared to attend meetings of the Board to support or oppose measures on which they have special knowledge which should be made available to the community.

"It is an accepted fact" says Miss Bernstein, "that medical associations take action upon matters which affect the health of the community, that bar associations pass upon legal questions, that teachers' organizations press for education reforms. Surely social work has advanced far enough as a profession to justify professional action upon social questions."

Recommendations of the professional group would carry considerable influence, Miss Bernstein believes, and the A.A.S.W. would be freer than the functional social agencies to take a frank and vigorous stand on municipal policies which relate to social work.

STANDARDS FOR JEWISH AGENCIES

DESIRABLE professional qualifications, personnel practices and beginning salary rates are described in a report on the Status of the Jewish Social Worker prepared by a Committee of the National Conference of Jewish Social Service of which Dr. Maurice Taylor is chairman. This is a preliminary report as the Committee has been working on its assignment for only one year, and has recommended that it be continued for another year to secure more data and make more specific recommendations on certain aspects of the study than was possible this year.

PROFESSIONAL TRAINING

The qualifications recommended for members of the professional staff of Jewish social agencies are rated in the following order:

1. Holders of a bachelor's degree, including a major in the social sciences, plus graduation from a two-year course of graduate study in an approved school of social work (which holds membership in the American Association of Schools of Social Work).

2. Holders of a two-year certificate from an approved school of social work in addition to at

least two years of satisfactorily completed work in an approved college or university, and a minimum of two years satisfactory experience in approved social agencies.

3. Holders of a bachelor's degree with a major in social sciences plus one year of professional training in an approved school of social work.

In considering professional education in a school of social work in classes (1) and (3) it is recommended that preference be given to graduates and students who have received their training in the Graduate School for Jewish Social Work.

4. Persons with satisfactory experience in social work who are eligible for membership in the A. A. S. W. who may or may not have completed their academic education or professional study.

5. Holders of a bachelor's degree from a school of social work which offers a curriculum for social work education available to undergraduates.

In general, preference should be given to candidates who possess an understanding of Jewish life and of developments in Jewish social work.

The need for supplementary training and study after a worker with adequate academic and pro-

fessional preparation begins his career is stressed in the report. Recommendations include a training program within the agency with a systematic course of reading, lectures and case discussion, required attendance at courses in local schools of social work and colleges dealing with related subject matter of and participation by the agencies in meeting the cost of such attendance.

PERSONNEL PRACTICES

The Committee found itself handicapped in making specific recommendations on this section of its study because of lack of adequate data on prevailing practices in various fields of social work. Although standards of desirable practice are suggested, the Committee calls attention to the fact that these suggestions are limited to the one field in which material was available (case work), and that the material for this field was not sufficiently representative, as not enough agencies were included which were comparable in size and type of organization. A more comprehensive study of existing practices was recommended.

The following suggestions were made on the basis of the limited data available:

1. *Probationary Period.* Not less than three months for both inexperienced and experienced professional workers.
2. *Hours of Work.* Maximum of 38 per week.
3. *Holidays.* Usual legal and religious holidays.
4. *Sick Leave.* One month's sick leave with pay throughout any one year for workers who have been with the agency one year or more. Individual consideration of cases where illness extends beyond 30 days.
5. *Conference Attendance.* Necessary time should be granted without deduction from vacation periods and expenses should be granted in whole or in part.
6. *Other Leave.* Leave of absence for study should be encouraged and if possible should be made available for at least one person a year. Leave should not be for less than six weeks, preferably from three months to a year. Salary should be continued for shorter period.
7. *Vacations.* Four weeks for workers with one year or more of service in organization. Two working days vacation for each month of service for those with less than one year of service.
8. *Conditions of Resignation and Discharge.* Two months' notice or longer in case of

resignation or discharge. Worker should not be discharged for unsatisfactory service without having had benefit of evaluation of work. Three months' notice if service is terminated because of curtailment of staff.

SALARY SCHEDULES

Social work salaries are unstandardized, uncertain and arbitrary, says the report. Salary studies that have been made so far are limited to information on prevailing rates and have not attempted to define basic principles involved in the fixing of rates. Believing that little could be accomplished at the present time by attempting to recommend salary standards for persons already engaged in social work, the Committee decided to concentrate its attention on standards which might be recommended for persons now entering the field, and which would involve certain fundamental principles which might later be recognized in considering salary standards for all social workers.

The entrance salary rate, the Committee felt, should be related to the high pre-professional and professional requirements set forth in the section on Professional Training. Workers with this training would be entitled to a reasonable standard of living for intellectual workers and under present cost of living conditions this would mean a minimum entrance salary between \$1,500 and \$1,800, with a median of \$1,680. Less than \$1,500 would mean that the worker would not be self-supporting on an acceptable level. Adjustments in the rate between \$1,500 and \$1,800 would be based on differences in living costs in various sections of the country, and the amount of education and professional preparation of the individual worker.

It is assumed that the entrance salary rate is the minimum for workers without experience in professional social work. Regular annual increases are therefore recommended by the Committee in recognition of the worker's increasing value to the agency. A minimum annual increase of \$120 is suggested for a ten-year period. This is a longer period than was found to be in practice, as those agencies which now give annual salary increases usually limit the period to four or five years. This usually limits the maximum salary of a staff worker to between \$2,100 and \$2,400. If increases were given at the suggested rate for a ten-year period the maximum for staff workers would be raised to between \$2,700 and \$3,000 a year. This somewhat higher maximum was recommended both because a worker does not reach his maximum value in four or five years

and because of the desirability of encouraging workers who prefer direct service with clients to stay in it, rather than to take supervisory positions because there is no other way of securing a salary increase. Increases would not be automatic after every year of service, according to the Committee's suggestions, but would be related to actual growth in skill and effectiveness, and amount of additional study and preparation.

FURTHER STUDIES

The report recommends further study and consideration of some subjects which could not be given adequate attention in the first year of the Committee's work, such as staff representation, insurance and retirement allowances, budgeting for personnel in social work and standards of living for the intellectual worker.

Books

Social Case Work—An Outline for Teaching.

Edited by Mary Antoinette Cannon and Philip Klein. Columbia University Press, New York. \$5.00.

By ANNA BUDD WARE

The social work field is indebted to the Faculty Committee of the New York School of Social Work for its recent publication of a remarkably clear analysis of the content of social case work. *Social Case Work—An Outline for Teaching* consists mainly of five case records with full interpretive notes for use in teaching social case work. It also contains the outline of two social case work courses—one on content and one on interviewing—with emphasis on basic philosophies and principles throughout.

Although the editors in preparing this material were thinking primarily of clarifying the teaching of case work for its class room phase, they have presented material which is equally helpful for field work supervisors. The suggestive nature of the notes, accompanying the record interviews, offers valuable material for supervisory discussions of actual case work situations which daily confront case work agencies.

The scientific and completely non-judgmental nature of the material is most refreshing. The comments in no sense restrict themselves to the specific solution of the problem and give little emphasis to the wise or unwise steps. It seems to the writer that the tendency to teach from records in terms of successful and unsuccessful record material has blocked teaching considerably in the past. Students will no longer need to despair of duplicating in their own experience the seemingly miraculous procedures in the ideal cases presented to them for study. This is a real sign of develop-

ment and progress in the social case work field.

The book integrates the worker and his philosophy as a factor in the case situation, giving it due importance with the psychological, racial and economic factors which need to be considered. This recognition of the importance of the student's reaction to the background knowledge, essential in case work, should influence all teaching fields. It paves the way for a teaching method for any subject matter which has practical application. But in no other field is it more important to know how to make practical application of class room knowledge than in the social case work field. The discussion recognizes that the student's reactions to the class room material is as important a part of that material for all practical purposes, just as the field work supervisor recognizes that the case worker's attitude is not merely an expression of personal opinion to be kept from records, but a valuable phase of family life itself, which must be given consideration.

The book suggests indexing records from the point of view of reference and content material. The Committee, itself, recognizes that agencies are a long way off from putting into operation the practical application of this suggestion in their files, but it is a suggestion which would have great scientific value for the social case work field if it could be put into effect.

Possibly the material could be condensed in places, but since so little teaching material of this type is available, the writer would hesitate to limit it in any way. The book is suggested for use for both the beginning case worker and teacher. It would seem to have greater value for the teachers of case work and the field work supervisor who has the responsibility for bringing out all these points, but who does not always have time to organize her material. Since just as much teaching takes place in field work training, as in the class room, either supplementing or repeating the content of class room—this book has tremendous value for field work supervisors. Perhaps another volume could be written which would have more specific value for the inexperienced worker.

Pamphlets and Reports

NO MONEY FOR RENT. A Study of the Rental Problems of Unemployment Relief Families and Their Landlords. Joint Committee on Research, Community Council of Philadelphia and Pennsylvania School of Social and Health Work. Publication No. 6.

An extremely valuable study of the rent problem. The Philadelphia County Relief

Board pays no rent and as a result, between 80 and 90 per cent of the renting families under its care owe money for rent, amounting to approximately \$5,000,000 to present landlords alone, without taking account of amounts due previous landlords. Once a family loses its long residence status it tends to become a rent casual. The number of families under care of the County Relief Board changing their place of residence ranges from 1100 to 1800 a week, which at the peak rate is equivalent to a complete turnover of 70,000 households in slightly less than nine months.

Rent arrearages are disastrous to the landlord as well as to the relief families, and eventually affect the whole financial structure of the community. Between unoccupied dwellings, and losses in collections from occupied dwellings, landlords have lost approximately 44 per cent of their income, with resulting unpaid taxes and defaulted interest payments.

Recommendations include the recognition of housing relief as an essential item in unemployment relief, minimum standards for shelter which would prevent disastrous overcrowding, cash payments to families, with sufficient increases to enable them to meet rent either on a full or part payment basis, and provision for exemption from levy of household furniture to the value of \$300 for unemployment relief families evicted for unpaid rent.

THIRD ANNUAL REPORT, Division of Parole, Executive Department, New York State.

New York State's parole department was set up in July, 1930. The Board of Parole consists of three members appointed by the governor who devote full time to their work. The Board has jurisdiction over the paroling of indeterminate sentence prisoners from the six state prisons and one state reformatory. Monthly meetings are held by the Board at each of the institutions under its jurisdiction to go over the complete record of each case and to interview personally every prospective parolee.

Four case supervisors are employed by the Board. The Civil Service requirements for this position include high school graduation, plus either graduation from a two-year course in a school of social work and three years' experience in social case work, or not less than six years of experience in social case work, two years of which have been

as case supervisor, or not less than eight years of business, teaching or other professional experience, at least five years of which have been in an executive or supervisory capacity.

"Three years of experience in dealing with released prisoners on parole," says the report, "... has proven conclusively to the members of the Board of Parole that social case work methods are in a majority of cases, effective in adjusting released prisoners to the community. ... The social worker who is to deal effectively with delinquents and criminals on parole must not only have experience and specialized knowledge of parole, but must have thorough knowledge of the basic fields of social work and wide experience in the application of case work methods."

Training for the staff of parole officers has constituted a problem. Men were needed because the majority of parolees are men, and not enough men with training in case work were available. The examination for parole officers, therefore, had to be designed to test educational background and general information, rather than professional knowledge of case work. The group appointed as a result of the examination were largely persons with good educational background, but without much training or experience in case work. Specialized training for the staff was found to be a necessary supplement, and a uniform course of training is now being developed which will cover a period of forty weeks. The case supervisors will direct the study in each district and plan "to place a good deal of emphasis upon the question of how far parole case work coincides with, and how far it deviates from generic social work." Out of these course of study and discussions it is hoped that definite formulation of the special techniques required in parole will result, in order that parole case workers "may be able to take their place alongside of family case workers, children's case workers and case workers in other recognized branches of social work."

WONDER WORDS. Benjamin L. Winfield. Bloch Publishing Co., New York City.

A handbook of Jewish words and customs prepared by the author for the use of social workers and others who wish to know something of the meaning of the religious and cultural life of the people with whom they come in contact.

FELLOWSHIPS AND SCHOLARSHIPS FOR 1934-35

I. AMERICAN ASSOCIATION OF SCHOOLS OF SOCIAL WORK

1—Atlanta School of Social Work, Atlanta, Ga.

SCHOLARSHIPS AND FELLOWSHIPS 1934-35

Several tuition scholarships available to qualified students.

Two fellowships offered by the National Tuberculosis Association for two-year course at School. Open to students particularly interested in tuberculosis and health work.

One fellowship offered by Alumni Association of School.

2—Bryn Mawr College, Bryn Mawr, Pa. Carola Woerishoffer Graduate Department.

FELLOWSHIPS 1934-35

Two Carola Woerishoffer Memorial Fellowships of the value of \$860 are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

One or more Grace H. Dodge Memorial Fellowships of the value of \$860 are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

SCHOLARSHIPS 1934-35

The Robert G. Valentine Memorial Scholarship in Social Economy and Social Research of the value of \$400 is offered by Mrs. Frank W. Hallowell, of Chestnut Hill, Mass. It is open to graduates of Bryn Mawr College or of any other college of good standing.

Two Carola Woerishoffer Memorial Scholarships of the value of \$400 are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

One or more Grace H. Dodge Memorial Scholarships of the value of \$400 each are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

Application for Bryn Mawr scholarships and fellowships should be made by March 1 to the Dean of the Graduate School. Application forms sent on request.

3—California, University of, Berkeley, Calif.

FELLOWSHIPS 1934-35

James Denman Scholarship is open to women students of the University of California preparing to enter recreation work for young people.

General graduate fellowships through University Graduate Department are available to social service students if qualified.

4—Carnegie Institute of Technology, Pittsburgh, Pa. Margaret Morrison Carnegie College.

SCHOLARSHIPS 1934-35

No special scholarships offered in Department of Social Work.

General scholarships listed on pages 24 and 27 of the catalogue of Margaret Morrison Carnegie College are open to any qualifying student.

5—Chicago, University of, School of Social Service Administration.

FELLOWSHIPS 1934-35

Two university fellowships carry stipends of \$600 and \$750 from which tuition fees must be paid. They

are available for students who have completed at least one year of graduate work.

A special fellowship fund founded by the alumni of the Chicago School of Civics and Philanthropy yields approximately \$700 biennially and is usually awarded to a candidate who has already had experience in social work, and who has completed part of the School's program.

The Leila Houghteling Fellowships and Scholarships range from tuition fees to the sum of \$600 a year, depending upon the student's assignment. They are available only to those candidates who have completed the whole or a substantial part of a course (including field work) in the School of Social Service Administration.

The Commonwealth Fund Fellowships. The Commonwealth Fund has granted a fund to the School to be used for special fellowships in psychiatric social work. These fellowships will be granted only to students who have completed their first field work assignments at the School and who give special promise of future service. In no case will a Commonwealth Fund Fellowship be granted to a student just graduating from college.

SCHOLARSHIPS 1934-35

A few graduate service scholarships and half scholarships are available, carrying stipends which cover only tuition or half tuition and carry a service obligation of ten (or five) hours a week.

The La Verne Noyes Foundation provides tuition scholarships for deserving students who have served in the Army or Navy, or who are descendants of any one who served in the Great War.

The Helen M. Crittenden Loan Fund, the Leila Houghteling Loan Fund and the Sidney Teller Loan Fund are available for students who have already completed one or more quarters of work.

6—Graduate School for Jewish Social Work, 71 West 47th Street, New York.

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

1. A number of fellowships and scholarships of \$500, \$350, \$250 and \$150 are available for each school year for especially qualified students. The \$500 and \$350 fellowships are awarded on the basis of a competitive examination held in various parts of the country in the spring of each year. Fellowships of \$250 and tuition scholarships of \$150 do not require an examination. However, the Committee on Admissions and Awards reserves the right to consider for these awards the candidates who took the examination but did not rank high enough for the larger awards.

Fellowships and scholarships of similar size are also available for second year students. These are awarded on the basis of the student's record while in the School. All awards are made in June or July of each year.

2. A fellowship of \$600 is made available by Mr. H. M. Warner in memory of his son, Lewis J. Warner. This fellowship carries full residence in the Edenwald School for Boys of the Hebrew Orphan Asylum of New York City and is intended to enable some young man interested in child care to prepare himself for this work.

3. In addition to the above, several community fellowships are available each year for students who will pledge themselves to work in those communities for a limited period of time after graduation. For specific

information regarding these fellowships, see the catalogue of the School, which will be sent upon request.

4. The Graduate School for Jewish Social Work has a Students' Aid and a Students' Loan Fund for the purpose of helping students who may need financial assistance to take the course in the School.

7—Indiana University, Indianapolis. Department of Economics and Sociology.

SCHOLARSHIPS 1934-35

No special scholarships for social service students but the general university scholarships are open to these students if qualified.

8—Loyola University, Chicago. School of Social Work.

SCHOLARSHIPS 1934-35

Five scholarships are offered by the School of Social Work, including a year's tuition (\$250) and are available to students holding bachelor degrees from accredited colleges or universities.

9—Michigan, University of, Ann Arbor. Curriculum in Social Work.

FELLOWSHIPS 1934-35

Graduate students in social work are eligible to apply for regular university fellowships of \$500 each which are awarded on competitive basis to students in different fields. Applications for these fellowships should be received not later than May 1, 1934.

TRAVELLING SCHOLARSHIPS

Earhart traveling scholarships for training in social work are available to senior students in social work. Each of these carries a stipend of \$100 a year. They are used to provide traveling expenses between Ann Arbor and Detroit where field work is given and are awarded on a competitive basis to students who wish to train for social work.

10—Minnesota, University of, Minneapolis. Training Course for Social and Civic Work.

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

Several fellowships in medical social work and one in social work, special line not stated, are available for graduate students who have been enrolled in the Training Course for Social and Civic Work for at least one quarter. These fellowships amount to \$150 a quarter. They are awarded to promising students who would be unable to continue their professional education unless financial assistance could be procured. No other special scholarships are available for students in social work, but thirteen general academic scholarships ranging from \$50 to \$300 are open to these students if qualified.

11—Missouri, University of, Columbia, Mo.

FELLOWSHIPS 1934-35

Agricultural research fellowships, annual stipend of \$600, open to students of high scholastic standing, holding A.M. degree. Especially for students looking forward to rural social work.

General university fellowships, open to students of high scholastic standing, holding A.M. degree, annual stipend, \$600.

SCHOLARSHIPS 1934-35

Volker Scholarship in Social Service, open to students of high scholastic standing, holding an A.B. degree, annual stipend, \$300.

Agricultural research scholarships, open to students of high scholastic standing with A.B. degree, annual stipend, \$300. Especially for students looking forward to rural social work.

General university scholarships open to students of high scholastic standing with A.B. degree, annual stipend, \$300.

Application for either scholarships or fellowships must be filed with the dean of the graduate school not later than March 1, 1934.

All scholarships and fellowships are for a period of one year, beginning with the opening of the first semester following the award. No service whatever is required of either scholars or fellows in return for the stipend, the sole purpose being to encourage graduate study.

12—National Catholic School of Social Service, 2400 19th Street, N. W., Washington, D. C.

FELLOWSHIPS 1934-35

Four fellowships will be awarded which carry tuition and maintenance. Students are nominated by the following patrons who have created these endowments and are recommended by the School on the basis of competitive examinations:

1. The Hines Fellowship, donated by Mrs. Loretto Hines of Chicago, Ill.
2. The Hartford Fellowship, donated by the Diocesan Council of Catholic Women, Hartford, Conn.
3. The Mary Gess Schrembs Fellowship, donated by the Diocesan Council of Catholic Women, Cleveland, Ohio.
4. The Christine Parrott Donohue Fellowship, donated by Mr. Joseph Donohue of San Francisco, California.
5. The Queen Isabella Fellowship, donated by the Daughters of Isabella.

SCHOLARSHIPS 1934-35

Six annual scholarships donated by individuals or organizations will be available which cover the cost of tuition and maintenance and are open to college graduates on the basis of competitive examination.

A limited number of loan scholarships on whole or part-time basis will be available.

Both types of loan scholarship, either part-time or full-time, require repayment by the student on the basis of 5% of annual salary per year until the amount is paid.

Application for scholarships must be submitted on or before April 15, 1934. Communications should be addressed to the Director, National Catholic School of Social Service, Washington, D. C.

13—The New York School of Social Work, 122 East Twenty-second Street, New York.

JOINT FELLOWSHIPS

Family Field

A limited number of Joint fellowships will be offered by the New York Charity Organization Society and the School to well qualified college graduates under thirty-five years of age, both men and women. These fellowships prepare definitely for the family field and cover a period of nine quarters (27 months). Applicants for these fellowships should be free from commitments which would prevent their accepting a position with the Charity Organization Society after training.

Transient Field

A Joint fellowship will be offered by the Joint Application Bureau (maintained by the Association for Improving the Condition of the Poor and the Charity Organization Society) and the School to a well qualified college man under thirty-five years of age. Pref-

SCHOOL OF SOCIAL WORK

University of Illinois

Navy Pier, CHICAGO

erence will be given to a candidate who has had six months of social case work experience. This fellowship provides special training in case work with homeless men and boys, and covers a flexible period. During the training period, the candidate is expected to give full time to the Bureau during the summer, except for vacation.

These fellowships carry full tuition and a grant of \$85 a month for the first three quarters, and \$100 a month thereafter. March 1, 1934, is the last day for filing applications. Blanks may be secured from the Registrar.

FOREIGN FELLOWSHIPS

Willard Straight

A fellowship of \$1,200 will be awarded to a foreign student planning to return to his own country and engage in social work.

Elizabeth Lowe Gamble

A fellowship of \$1,200 will be awarded to a foreign student, preferably one from the Orient.

March 9, 1934, is the last day for filing applications. Blanks may be secured from the Registrar.

These fellowships become available as of October, 1934, and cover a period of nine months. Tuition must be paid to the School at the beginning of each quarter. The grants do not cover traveling expenses. If the general financial situation should cancel these fellowships, due notice will be given.

COMMONWEALTH FELLOWSHIPS

Psychiatric Field

A number of Commonwealth fellowships of \$1,200 each will be offered to well-qualified college graduates who have had two years' experience in social case work and who desire special preparation in the psychiatric field.

These fellowships become available as of October, 1934, and cover a period of nine months. Tuition must be paid to the School at the beginning of each quarter. May 1, 1934, is the last day for filing applications. Blanks may be secured from the Registrar.

14—**Pennsylvania School of Social Work, 311 So. Juniper Street, Philadelphia, Pa.**

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

The Pennsylvania School of Social Work announces that a number of first-year scholarships, ranging in value from \$50 to \$450, will be available for students entering in the coming school year. A number of second-year fellowships will also be awarded in cooperation with social agencies of Philadelphia, offering special educational opportunities in specialized fields.

Both scholarships and fellowships are available only for applicants who have completed the full college course; and fellowships will be awarded only to persons who have successfully completed at least one year of graduate, professional education, including the substantial equivalent of the first year of the Graduate Course at the Pennsylvania School.

Loan scholarships, administered by the Alumni Association of the School and by the Rachel Pflaum Memorial Committee, are available to a limited number of students.

15—**Richmond School of Social Work and Public Health, College of William and Mary, Richmond, Va.**

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

Ten college fellowships varying from \$100 to \$450

are offered each year to college graduates for special work in such fields as child welfare, family welfare, recreation and other branches of social work. One-third of the larger fellowships are free and the remainder loans, repayable after graduation.

A number of smaller scholarships giving remission of half the tuition and fees and a small remission on room rent and board are also available.

The number of scholarships offered each year varies with the qualifications and needs of the applicants.

16—**Simmons College School of Social Work, 18 Somerset Street, Boston, Mass.**

SCHOLARSHIPS AND LOANS 1934-35

Five tuition scholarships are available for college graduates and two for foreign students.

Tuition loans are available from the Gamble Loan Fund and the Alumni Association Loan Fund.

17—**Smith College School for Social Work, Northampton, Mass.**

SCHOLARSHIPS 1934-35

Several \$450 scholarships may be awarded to students qualifying for the second and fourth sessions. Eight hospital internships paying all maintenance expenses during the second and fourth sessions are available. Eight \$75 tuition scholarships are also available. Applicants for scholarships and internships should be college graduates, but need not have had practical experience in social work. All applications should be made to the Director by letter before April 15, 1934.

18—**Southern California, University of, 3551 University Avenue, Los Angeles. School of Social Welfare.**

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

The School offers two graduate scholarships and one graduate fellowship.

19—**Tulane University, New Orleans, La. School of Social Work.**

SCHOLARSHIPS 1934-35

Free tuition scholarship available to qualified graduate student.

A number of free tuition scholarships will be awarded to workers in family agencies throughout the south who wish to secure additional professional preparation. Applications close May 1, 1934.

20—**Washington University, St. Louis, Mo. George Warren Brown Department of Social Work.**

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

Candidates who have completed one or more graduate years are eligible to compete for the university fellowships which offer \$500 a year.

Students wishing to specialize in family welfare work are eligible to compete for special family welfare scholarships which offer \$375 a year each. They are granted to students who in addition to meeting other regular requirements are willing to accept employment in the Provident Association of St. Louis for one year after finishing their academic work.

First-year graduate students who do not wish to specialize at once are eligible to the following:

1. Regular university scholarships of \$200 each.
2. A few, possibly not more than one department scholarship of \$350.

Miss Mary E Murphy
848 No Dearborn St
Chicago Ill

3. A special group of scholarships for women graduate students, known as the Barr Scholarships, carrying \$400. Preference is given to students who have had one graduate year's work.

The holders of scholarships secure in addition half of the tuition. Scholarships in this department are granted on a twelve months basis, nine months of university work, two of field work, and one month vacation.

- 21—Western Reserve University, Cleveland, Ohio.
School of Applied Social Sciences.

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

Remuneration is provided for students in connection with supervised field work given by a number of co-operating agencies in Cleveland. Loans in very limited amounts are occasionally available.

Six Commonwealth fellowships of \$1,200 each are offered to students in psychiatric social work. Applicants for this advanced course must have fulfilled cer-

tain prerequisites in social case work.

Certain maintenance scholarships are available to first-year students in medical social work.

A few scholarships are available in the course in public health nursing through local and national organizations.

Applications should be made not later than June 1, 1934.

- 22—Wisconsin, University of, Madison, Wisc. Department of Sociology and Anthropology.

FELLOWSHIPS AND SCHOLARSHIPS 1934-35

There are two fellowships of \$600 a year and one scholarship of \$250 a year available for the graduate sociology students, which also carry free tuition to holders. For undergraduates and graduates there are a number of legislative scholarships which provide for free tuition for out-of-state students.

Application for any of these should be in by February 1, 1934.

II. OTHER UNIVERSITIES AND AGENCIES

- 1—Kalamazoo College, Kalamazoo, Mich.

Gilmore Fellowship in Applied Sociology available to graduates of approved colleges specializing in applied sociology or preparing for social work. The fellowship carries a stipend of \$800 a year from which college fees amounting to \$180 are paid.

Applications should be received not later than March 15, 1934.

- 2—Northwestern University, Evanston, Ill.

FELLOWSHIPS 1934-35

Fourteen university fellowships of about \$450 and tuition are available to graduate students, some of which may be assigned to students interested in social work.

Applications should be received not later than March 1, 1934.

- 3—Y. M. C. A. Graduate School, Nashville, Tenn.

SCHOLARSHIPS 1934-35

Forty service scholarships (providing board and room for the first five quarters of graduate study) are available to those who have a good record in their undergraduate work and an equally good record in the quality of character and leadership manifested. Mature students are accepted who are planning to enter as their life work some phase of human and social engineering.

- 4—National Society for the Prevention of Blindness, 450 Seventh Avenue, New York City.

Limited number of scholarships of \$100 a month for special training in medical social service with eye patients. Applications considered individually. Acceptance of candidates depends upon availability of positions in medical social-eye work.

- 5—National Tuberculosis Association, 450 Seventh Avenue, New York City.

SCHOLARSHIPS 1934-35

Full tuition scholarship of \$500 in field of health education at Massachusetts Institute of Technology, available only to women. Preference given to candidates with bachelor's degree. Applications should be received not later than May 15, 1934.

- 6—National Urban League, 1133 Broadway, New York City.

FELLOWSHIPS 1934-35

Three fellowships of \$1,000 each are offered by the National Urban League to colored students for study in a school of social work. Applicants must be graduates of or candidates for graduation from accredited colleges.

Applications must be filed before January 15, 1934, on forms furnished by the National Urban League, 1133 Broadway, New York City.